

Federal Medical Center, Carswell

The Federal Medical Center, Carswell (FMC, Carswell) opened in the summer of 1994, and serves as the only medical and psychiatric referral center for females in the Federal Bureau of Prisons. Situated on the west side of Fort Worth, Texas, the institution is accessible only through the Naval Air Station Fort Worth, Joint Reserve Base. The institution initially consisted of a remodeled military hospital and the adjacent officers' quarters. Over the next 4 years, additional buildings were brought on-line and the resident population has grown to approximately 1400 inmates. The institution was accredited by the American Correctional Association in May, 2001.

FMC, Carswell is comprised of four interrelated facilities which house female Federal offenders referred from all parts of the United States. These facilities are:

- A 450-bed Medical Referral Center. Medical, dental, and mental health services are provided to female inmates by professional staff, consistent with acceptable community standards and in compliance with Bureau of Prisons policy. This includes medical-surgical units, ambulatory care units, mental health units, and a residential drug treatment unit. The hospital was accredited by JCAHO in September of 1999.
- A 700-bed General Correctional Unit. The unit is designed to confine female offenders in a controlled environment that is safe, humane, and secure. This unit typically houses inmates who have "in" custody designations, some of whom participate in a faith-based residential program.
- A 24-bed Administrative Unit. This unit is designed to house female inmates with histories of escapes, chronic behavior problems, repeated incidents of assaultive or predatory behavior, or other special management concerns. The mission of the unit is to provide the inmates with structured programs and measurable goals, with the intent of returning them to general population units. The unit is self-contained.
- A 250-bed Minimum Security Prison Camp. Two units adjacent to FMC, Carswell house female offenders who have minimum security and "out" or "community" custody designations.

FMC, Carswell's inmate population is diverse. As of July, 2004, the average age of the population was 39.5 years, but ranged from 18 years up to 66+ years. Ten and six tenths percent of the inmates



FMC Carswell, Medical Referral Center ,
with the Fort Worth skyline in the background

were not United States citizens and faced the possibility of deportation at the completion of their sentence. The racial composition was 63.7% White, 31.5% Black, and 4.8% Other. Of these numbers, 22.2% were of Hispanic descent, with a substantial proportion of "Spanish-only" speakers. The mean sentence length was 94.8 months, with a median sentence length of 70 months, and 7% were serving 20 or more years. Drug offenses accounted for 61% of the offenses, Extortion, Bribery, and Fraud for 8.5%, Violent Offenses for 4.5%, Property Offenses for 5.4%, and Robbery Offenses for 6.0%.

To address the medical, mental health, and correctional needs of this diverse population, FMC, Carswell has formulated the following mission statement:

FMC, Carswell will provide specialized medical and mental health services to female offenders, as well as appropriate correctional programs. The staff of FMC, Carswell have identified the following as significant institution objectives:

- *Provide a safe, secure, humane environment for inmates while protecting society.*
- *Develop and implement an efficient system of providing quality medical care and surgical evaluation and care.*
- *Develop and implement programs and services for inmates in need of specialized mental health evaluation and care.*
- *Provide a diversity of programs and activities beneficial to inmates, the institution, and the community.*

Psychology Services at FMC, Carswell



Chief Psychologist, Robert E. Gregg, Ph.D.

Like most prisons, FMC, Carswell functions as a self-contained community, and the role of Psychology Services is to promote the mental health and welfare of inmates and staff and to further the development of a humane correctional environment. As is common in community mental health centers, most clients are self-referred for a variety of concerns, others are referred by staff, and some inmates are instructed to participate in treatment by the Federal Courts or parole boards. Whatever the referral path, Psychology staff provide evaluation and treatment services to assist inmates in the adjustment to incarceration and stressful life events, in altering maladaptive behavior patterns, and in coping with mild-to-severe mental disorders.

In accordance with the institution's mission statement, Psychology Services staff conduct an initial psychological screening on all arriving inmates to determine current adjustment and resources, the presence and/or severity of past or current mental illness, and to make programming recommendations. Direct services include crisis intervention, brief counseling, group therapy, individual therapy, and psychological assessment. Consultation regarding an inmate's adjustment and functioning is provided to unit staff, medical staff, other mental health professionals, work supervisors, community programs, and the courts.

Training seminars on a wide variety of mental health topics are provided to institutional and regional staff, including yearly training for Correctional Counselors, suicide prevention, communication skills, working with female offenders, and sexual assault prevention. Psychology staff always participate on the selection panel in pre-employment personnel interviews, and designated staff serve as counselors for the Employee Assistance Program that is designed to assist staff and their families with personal or family mental health concerns.

Psychology Internship Program

The internship was accredited by the American Psychological Association in July, 2001. The APA Committee on Accreditation's address and phone number are: 750 First Street, NE, Washington, D.C. 20002-4242, ph. (202) 336-5979.

Internship Philosophy and Goals

The training program at FMC, Carswell is organized around the scientist-practitioner model and is guided by the philosophy that a clinical practitioner is capable of functioning as an investigator and as a practitioner. Clinical practice within a correctional and forensic setting is regarded as requiring the same core clinical skills and knowledge base as professional practice generally, but takes places within a complex legal, political, and social context. Education and training are viewed as continuous and interactive processes, beginning with close supervision and moving toward clinical independence.

The goals of the internship program derive simultaneously from the mission of this facility and from generally accepted values of the professional psychology community. At the most fundamental level, the internship experience is intended to provide broad and general preparation, enabling doctoral candidates to make the transition from student to professional practitioners of psychology. Development of competence in assessment, intervention, consultation, scholarly activities, and application supported by scientific research are integral skills.

A secondary goal is to gain basic competency in two speciality areas of practice. Intern experiences are selected to promote the development of a satisfying professional identity and provide diversified options for professional development. Specialty training options in correctional psychology, clinical health psychology, forensics, mental health, and substance abuse are offered and allow the program to be tailored to each intern's interests.

Integration of practice and theory is a third goal of the program. In this setting, psychologists are often called to account for the methods and procedures they employ and are frequently consulted regarding treatment outcomes and the development of new programs. The internship strives to demonstrate the dynamic interaction between research and practice and the value of remaining current in the empirical, theoretical, and scientific knowledge relevant to this setting. Interns are encouraged to participate in on-site research projects and program evaluations, as well as pursue their own interests and completion of their dissertations.

Developing an appreciation for the provision of services to diverse client populations is the fourth goal of the program. The experiences gained from working with populations with varying background, ethnicity, nationality, language, age, socioeconomic status, lifestyle, and presenting problems, are equally applicable to later practice in correctional or non-correctional settings.

A final goal of the program is to acquaint interns with the broad role of psychologists in the Federal Bureau of Prisons and to increase the core knowledge of correctional psychology issues. This program will give interns a core knowledge base regarding the law, public policy, and social factors as they relate to the practice of psychology, especially in a correctional setting. This experience offers a foundation for additional training and experience for forensic work and can serve as a vehicle to recruit career-eligible, proficient interns into career appointments within the agency or other areas of law enforcement.

Training

Interns will begin with a two week Institutional Familiarization training program to introduce them to the correctional environment and to working with female offenders. Normal work hours are 7:30 am - 4:00 pm, with a standard 40-hour work week. Supplemental reading and research activities might require off duty time.

Psychology training activities include a required year-long General Population assignment, and two speciality training area assignments, each lasting for six months. Prior to any rotation assignment, each intern will be assessed for current clinical competencies and comfort levels to assist in determining rotations and structuring additional learning experiences. To further broaden the experience, interns will participate in an "outplacement" training rotation one day per week for six

months. Individual and group supervision, didactic seminars, scholarly activities, and interaction with other students and interns in the Dallas-Fort Worth metroplex will round out the experience.

General Population: General professional training is required for 16-hours per week for the entire year and interns will be assigned to work with psychology staff responsible for the medium security inmates or camp inmates. This rotation is designed to ensure that interns achieve an intermediate to advanced level of proficiency in providing professional assessment, diagnosis, intervention, and consultation services which are firmly grounded in psychological science. During the internship year, all interns will complete at least 13 comprehensive psychological evaluations, participate in formal case presentations, and assist with peer review.

Additionally, interns will provide a range of clinical intervention services to the inmate population, and must demonstrate competence in treatment planning, crisis intervention, brief counseling, individual therapy, and group therapy. Interns may participate in providing groups for the Values or Abuse Recovery Tracks, which are series of groups designed to specifically address identified needs of female offenders.

Speciality Areas: Interns will participate in 2 areas, 16-hours per week for 6 months each.

Mental Health Program: Psychologists have primary responsibility for developing and implementing treatment programs for in- and out-patient psychiatric inmates. They also provide evaluative and consultative services and are members of the interdisciplinary treatment team. Interns receive supervised experience in interviewing, diagnosing, testing, and group and individual psychotherapy. The inpatient service involves the same skills as community psychiatric hospitals and entails collaboration with psychiatry, medicine, allied health professionals, work supervisors, and correctional officers.

Forensic Evaluation Service: The Medical Center is the primary forensic evaluation site for female offenders in the federal judicial system. Defendants are referred by the courts for determination of competency to stand trial, criminal responsibility, and dangerousness. Psychologists are responsible for conducting these evaluations, forming opinions, and serving as expert witnesses in Federal court. Interns may participate in all portions of this service, including conducting background investigations, interviewing, testing, report writing, and providing expert-testimony in federal courts throughout the United States. Interns and students may also be involved in treatment efforts to restore competency.

Clinical Health Psychology Service: Psychologists serve as consultants to the medical staff concerning the emotional aspects of physical illness and the behavioral management of difficult, non-compliant patients. They are responsible for providing non-medical treatment of physical illness and the promotion of wellness. Treatment approaches include patient education, self management training, assessment, counseling, and psychotherapy. The Psychology Services Department has state of the art biofeedback and brain mapping equipment and a fully equipped Neuropsychology laboratory. Interns will be encouraged to



The department has a wide range of assessment instruments, and biofeedback/neurofeedback equipment.

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participate in all aspects of behavioral medicine intervention and in the Wellness Track.

Drug Treatment Program: The majority of Federal inmates have been convicted of drug-related crimes and most have some history of drug abuse. Inmates are strongly encouraged to become involved in a variety of recovery experiences for which psychologists maintain program responsibility. Programs include a Residential Drug Abuse Treatment unit, a 40-hour Drug Education class, an Addictions Track, AA and NA groups, and structured group counseling and psychotherapy. The Residential Program includes a substantial Dual Diagnosis component. Neurofeedback treatment for substance abuse issues is also available. Interns may participate in all areas of substance abuse treatment.

Correctional Psychology: Psychologists act as consultants to the correctional staff concerning mental health issues and the behavioral management of inmates. They are responsible for suicide prevention, conflict avoidance, and crisis intervention. They screen all newly arrived inmates for suicidality and mental illness, and provide adjustment counseling and psychotherapy as needed. They are also responsible for developing programs to assist inmates in rehabilitating themselves. The Administrative unit, which houses the maximum security female offenders, and the CHANGE unit (Choosing Healthy Alternatives and New Growth Experiences), which houses inmates actively participating in positive growth, will be the primary areas of assignment.

Outplacement Training: "Outplacement" training assignments are also required for 8 hours per week for 4-6 months to further broaden the intern experience. Interns may be placed at one of two neighboring male institutions for these activities. Private transportation is a necessity in the Dallas-Fort Worth metroplex area as public transportation is limited, and routine travel expenses to FMC, Carswell and outplacement sites must be absorbed by the student.

Supervision: Interns will participate in a minimum of 4 hours per week of supervision by a licensed psychologist. Each rotation (general population, speciality, and outplacement) will receive a minimum of one hour of individual supervision, and the interns will meet weekly for group supervision. Interns will maintain an ongoing record of the supervision they receive. Formal evaluations are prepared by the Director of Clinical Training each quarter based upon feedback received from all supervisory staff. These are reviewed with the intern and copies are forwarded to each intern's graduate program Director of Training. Interns will complete quarterly evaluations of the training and supervision they receive, and this feedback will be utilized to further enhance the training program. Interns are also assigned as supervisors to practicum students. Their activities as supervisors are, in turn, the subject of staff supervision. This process, along with didactic presentations helps interns develop knowledge and skill in theories and methods of supervision.

Didactic Training: Interns will participate in applied and didactic activities over the course of the year which focus on developing skills normally associated with doctoral internships. A schedule of the seminar series will be issued to interns as they begin the internship, which is likely to include joint seminars with other internship sites in the local area. Regular on-site and off-site seminars will include: Ethics and Professional Issues, Cultural Diversity, Working with Female Offenders, Assessment and Diagnostics, Intervention and Psychotherapy, Forensic Issues, Behavioral Medicine, Psychopharmacology, and Special Populations.

Research: Interns are strongly encouraged to engage in professional research activities for up to four hours each week. Completion of a scholarly project with a presentation to staff, participating in on-going research at FMC, Carswell, or completion of dissertation with a presentation to staff are all strongly supported. On-site research time may be approved by the General population supervisor. Leave time for off-site research activity must be approved in advance by the Director of Clinical Training.

Other Information:

Benefits: Interns accepted for the 2004-2005 training year will receive a stipend of approximately \$42,000 divided in bi-weekly payments over the internship year. Texas does not have a state income tax. Vacation and sick leave are earned at the rate of 4 hours every two weeks, or approximately 13 days of each for the year. Interns are allowed time for approved research activities and limited time for authorized training. Interns are strongly encouraged to maintain their own health and dental insurance as the Bureau of Prisons is not able to offer these benefits to trainees.

Grievance Procedure: Interns have access to existing federal procedures for resolving grievances and are strongly encouraged to report all concerns regarding ethical, professional, or administrative problems. Most issues can be informally resolved within the Psychology Services department through discussion with clinical supervisors, Director of Clinical Training, and/or the Chief Psychologist. An established procedure for grievances is included in the Internship Handbook.

Liability Insurance: Liability coverage is provided for onsite professional activities. Interns may obtain additional professional liability coverage at their own expense. The American Psychological Association and many academic training programs sponsor reasonably-priced professional liability programs for students.

Outside Employment: With the exception of participation in approved research activities, employment outside of the internship program is not permitted. This policy applies to volunteer as well as gainful employment of any sort.

Application Procedures: Application procedures are listed on the Federal Bureau of Prisons, Psychology Services, Predoctoral Internship Program, general information page. Please note that due to the law enforcement nature of the work environment interviewees will be subject to fingerprinting, photographing, and background investigation. Matched applicants must also pass a physical examination by a Bureau of Prisons physician which includes a drug screen. There are no required supplemental application materials. Mail completed application packets to:

Robert E. Gregg, Ph.D.
Psychology Services
Federal Medical Center, Carswell
P.O. Box 27066, "J" Street, Bldg 3000
Fort Worth, TX 76127

Reaching the Institution: Scheduled visits to the institution are welcome, and applicants who can do so are strongly encouraged to see the facility in person. Visits may be arranged by contacting the Chief Psychologist at (817)782-4291 or through e-mail (rgregg@bop.gov). Information about Fort Worth and surrounding area is available at www.fortworth.com.

Resources and Staff

The Psychology Services Department is centralized within the institution and shares office areas with the Social Work Department and Psychiatry. This setting, which encourages a collaborative and multidisciplinary approach to these complementary mental health professions, promotes a professional treatment atmosphere and fosters close working and collegial relationships among staff, interns, and practicum student volunteers. Additional offices are located on the Drug Abuse Unit, the Administrative Unit and the Camp. Several group rooms located in the department are available for group work, training sessions, and conferences.

The Department maintains a wide variety of standardized testing materials and equipment and supports a biofeedback station, testing rooms, and a professional library. Computerized scanning, scoring, and interpretation of a variety of assessment instruments are performed on-site. Staff, interns, and student volunteers have access to computer workstations on an institutional and agency network with Internet access. Psychology records are maintained in a computerized database system and in medical charts.

Psychology Services Staff

Robert E. Gregg, Chief Psychologist (Acting Director of Clinical Training)
Ph.D., Clinical, 1976, University of Texas Southwestern Medical Center
Texas License

Diana del Rio, Staff Psychologist
Psy.D., Clinical, 2002, Baylor University
Areas of responsibility: Unit 1 N (CHANGE), Camp, Spanish Language Services, Victim Impact Program

Kristy Dromgoole, Staff Psychologist
Ph.D., Counseling, 1997, Texas Tech University
Texas License
Areas of responsibility: Mental Health Outpatients, Abuse Recovery Track Coordinator, Sexual Assault Prevention Coordinator, Dangerousness Assessments

Trent Evans, Forensic Psychologist

Ph.D., Clinical, 1999, University of Texas Southwestern Medical Center

Texas License

Areas of responsibility: Forensic Evaluations, Inpatient Mental Health

Leslie Faris, Clinical Health Psychologist

Ph.D., Clinical, 2000, California School of Professional Psychology, San Diego

Texas and Vermont Licenses

Areas of Responsibility: Medical / Surgical Unit, Chronic Care Units, Wellness Track
Coordinator

Kit Hoffman, Staff Psychologist

Ph.D., Counseling, 2003, University of Notre Dame

Areas of Responsibility: Administrative Unit, Unit 3, Suicide Prevention Program

Theresa Johnson, Drug Abuse Program Coordinator

Ph.D., Counseling, 1994, Oklahoma State University

Oklahoma License

Areas of responsibility: Drug Abuse Treatment Coordinator - Residential Drug Abuse
Treatment Unit, Addictions Track

Sandra Lang, Staff Psychologist

Ph.D., Clinical, 1994, Caribbean Center for Advanced Studies

Areas of responsibility: Unit 2, Values Track Coordinator, Admission & Orientation
Coordinator

James A. Shadduck, Forensic Psychologist

Ph.D. Clinical, 1989, University of Texas Southwestern Medical Center

Texas License

Areas of responsibility: Forensic Evaluation Service, Mental Health Inpatients, Special
Housing Unit